

**GOVERNMENT OF TELANGANA
ABSTRACT**

Labour, Employment, Training & Factories Department – Telangana Shops and Establishments Act, 1988 – M/s. H&M Hennes and Mauritz India Private Limited, Hyderabad – Exemption from provisions of Sections (7) and (9) of the Telangana Shops and Establishments Act, 1988 – Orders – Issued.

LABOUR EMPLOYMENT TRAINING & FACTORIES (LABOUR) DEPARTMENT

G.O.Rt.No. 191

Dated: 24-04-2018,
Read the following:-

1. From the Management, M/s. H&M Hennes & Mauritz Retail Pvt., Ltd., New Delhi, Ref.No.HM/LEG/2017-09, dated: 07.02.2017.
2. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.H2/1662/2017, dated: 04.04.2017
3. From the Management, M/s. H&M Hennes & Mauritz Retail Pvt., Ltd., New Delhi, Ref.No.HM/LEG/2018-18, dated: 25.01.2018.
4. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.H2/1662/2017, dated: 21.03.2018.

ORDER:

In the letters 1st & 3rd read above, the Management, M/s. H&M Hennes and Mauritz India Private Limited, New Delhi has requested the Government to accord necessary permission to allow their employees at their (2) Stores i.e., at (1) Jubilee Hills, Hyderabad and (2) Serilingampally, Ranga Reddy District, Hyderabad to work 24 hours by working in shifts based on business requirements and smooth business operation.

2. In the letters 2nd & 4th read above, the Commissioner of Labour, Telangana, Hyderabad has recommended for grant of exemption from provisions of Sections (7) and (9) of the Telangana Shops and Establishments Act, 1988 to M/s. H&M Hennes & Mauritz India Private Limited, Hyderabad subject to certain conditions and requested the Government to issue appropriate orders in the matter.
3. Government after careful examination of the matter hereby decided to grant exemption to M/s. H&M Hennes and Mauritz India Private Limited, Hyderabad from the provisions of Sections (7) and (9) of the Telangana Shops and Establishments Act, 1988 initially for a period of one (1) year with effect from the date of the issue of the notification subject to certain conditions.
4. Accordingly, the following notification shall be published in the Telangana State Gazette:

NOTIFICATION

In exercise of the power conferred by sub-section (4) of section 73 of the Telangana Shops and Establishments Act, 1988 (Act 20 of 1988), the Government of Telangana hereby grant exemption to M/s. H&M Hennes and Mauritz India Private Limited, Hyderabad from the provisions of Sections (7) and (9) of the Telangana Shops and Establishments Act, 1988 initially for a period of one (1) year with effect from the date of the issue of the notification, subject to the following conditions:-

- (i) The working hours of the employees shall be 8 hours per day and 48 hours in a week. Record of over time shall be maintained in the Wage Register including transport and conveyance allowance separately in respect of the employees who worked beyond normal working hours and night shifts for delivery of products to IT / ITEs companies from 12:00 P.M. to 5:00 A.M.

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- (ii) Every employee shall be allowed to avail a Weekly Holiday as per the list exhibited (Form 24) at the main entrance of the shop on rotation basis.
- (iii) If the employees are found working on any Holiday or after normal duty hours without proper indent of Over Time, the exemption granted will be liable for cancellation.
- (iv) If any statutory violation is committed by the Employer of the Shop / Establishment, the exemption will be cancelled before the sanction period.
- (v) The exemption will remain in operation for a period of one year from the date of publication of the notification in the official Gazette, subject to fulfilment of conditions as specified above and also subject to any orders / instructions issued from time to time in this regard.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

Dr. SHASHANK GOEL,
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Commissioner of Printing and Stationery & Stores purchases,
Chanchalguda, Telangana, Hyderabad.

The Commissioner of Labour, Telangana, Hyderabad.

Copy to

The P.S. to Minister (Home & Labour)
The Management, M/s.H&M Hennes & Mauritz Retail Private Limited,
A-Wing, 2nd Floor,
D-3, District Centre Saket,
New Delhi-110 017.

Sf/Sc.

// FORWARDED :: BY ORDER //

SECTION OFFICER